

	PANS (Miscellaneous)	ACEA (Miscellaneous)	EXME (Miscellaneous)	MCEA (Miscellaneous)	EUPA/AMPU (Miscellaneous)	IBEW (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
TERM OF CONTRACT										
	12/27/2015 - 12/26/2018						11/01/2015 - 12/18/2021		11/01/2015 - 12/18/2021	
RETIREMENT - PERS										
A member who was established with PERS on or before 12/31/2012 are classified Classic PERS members as defined by the Public Employees Pension Reform Act (PEPRA) of 2013. Employees hired on or after 01/01/2013 and are not eligible for reciprocity with another California Public Retirement System are classified NEW PERS members.										
Pension Formula	<u>EEs hired ON or BEFORE 12/31/2012</u> 2% @ 55			<u>EEs hired ON or AFTER 01/01/2013</u> 2% @ 62			<u>EEs hired ON or BEFORE 12/31/2012</u> 3% @ 50		<u>EEs hired ON or AFTER 01/01/2013</u> 2.7% @ 57	
City Cost	<u>EEs hired ON or BEFORE 12/31/2012</u> 19.265% (FY 16-17) 7.132% (FY 17-18)			<u>EEs hired ON or AFTER 01/01/2013</u> 21.133% (FY 16-17) 9% (FY 17-18)			<u>EEs hired ON or BEFORE 12/31/2012</u> 42.751% (FY 16-17) 12.91% (FY 17-18)		<u>EEs hired ON or AFTER 01/01/2013</u> 48.751%(FY 16-17) 18.91% (FY 17-18)	
	\$3,711,353 Unfunded Accrued Liability (FY 17-18)						\$8,319,100 Unfunded Accrued Liability (FY 17-18)			
	<u>EEs hired ON or BEFORE 12/31/2012</u> 8.868% (FY 16-17) (FY17-18) (7% + 1.868% EE Cost Share)			<u>EEs hired ON or AFTER 01/01/2013</u> 6.75%* (FY 16-17) (FY 17-18) * subject to change			<u>EEs hired ON or BEFORE 12/31/2012</u> 15% (FY 16-17) (9% + 6% EE Cost Share)		<u>EEs hired ON or AFTER 01/01/2013</u> 10.75%* (FY16-17) (FY 17/18) * subject to change	
Final Compensation	<u>EEs hired ON or BEFORE 12/31/2012</u> Single Highest Year			<u>EEs hired ON or AFTER 01/01/2013</u> Average of Three Highest Years			<u>EEs hired ON or BEFORE 12/31/2012</u> Single Highest Year		<u>EEs hired ON or AFTER 01/01/2013</u> Average of Three Highest Years	
Survivor Benefit	3rd Level									
COLA INCREASES										
EFFECTIVE 2017	Effective 1/08/2017; 3% increase plus at one-time non-persable stipend of 0.44% of the 2016 annual salary				Effective 1/8/2017; 3% increase		Effective 01/08/2017; 3.97% salary increase			
EFFECTIVE 2018	Effective first full pay period in January, the wage increase will be based on the growth of City revenues (Property Tax, Bradley Burns Sales Tax, Utility Tax and Transient Occupancy Tax) with a minimum of 3% and a maximum of 4%, of which only 3% shall be an ongoing salary increase. Any amount over 3% shall be in the form of a one-time non-PERSable stipend				Effective the first full pay period following 1/01/2018; 3% salary increase		Effective the first full pay period following 1/1/2018, the wage increase will be based on growth of the City revenues, for a minimum of 2% and a maximum of 5%			
EFFECTIVE 2019	To be determine in next round of negotiations.						No wage increase in 2019			
EFFECTIVE 2020							Effective the first full pay period following 01/02/2020, the wage increase will be based on growth of the City revenues, for a minimum of 3% and a maximum of 5%			
EFFECTIVE 2021							In June 2020, the City will conduct a total compensation survey. Depending on the results of the survey, an equity adjustment may be applied effective the first full pay period after 01/01/21, wage increase to be not less than 2% and not greater than 5%. (Details are available in the MOU)			
HEALTH COVERAGE										
Effective 1/01/2017			<-----Plan A (Employees hired before 1/02/2007)		Plan B-----> (Employees hired after 1/02/2007)		Plan A (Employees hired before 2/16/2010)	Plan B		
Waive Health Coverage (With Proof of Coverage)	\$230 cash back		\$869.43 cash back		\$230 cash back	\$230 cash back	\$1,262.52 Cash Back	\$230 Cash Back		\$230 cash back
1-Party (Employee Only)	\$928.87		\$1,765.35 (Max. \$530 cash back)		\$928.87	\$947.26	\$1,822.23 (Max \$834.96 Cash Back)	\$922.02		\$922.02
2-Party (Employee +1)	\$1,857.74		\$1,765.35 (Max. \$176.05 cash back)		\$1,857.74	\$1,894.53	\$1,822.23 (Max \$302.40 Cash Back)	\$1,844.04		\$1,844.04
3+-Party (Family)	\$2,415.06		\$1,765.35 (No Cash Back)		\$2,415.06	2462.89	\$1,822.23 (No Cash Back)	\$2,397.25		\$2,397.25

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DENTAL COVERAGE										
Mandatory Enrollment	\$2,600 pp/yr. \$2,500 pp ortho life 80% coverage 50% ortho City paid \$123.80 / month						\$2,600 pp/yr. \$2,500 pp ortho life 90% coverage 50% ortho City paid \$149.20 / month			
VISION COVERAGE										
Optional Enrollment	Employee Paid						City/Employee Paid - 50/50 Split			
	EE only rate-\$7.40; Two-party rate- \$14.30; Family rate- \$22.70						EE only rate-\$7.40; Two-party rate- \$14.30; Family rate- \$22.70			
LIFE and AD&D COVERAGE										
Mandatory Enrollment	\$50,000 City Paid \$7.60 / month	\$100,000 City Paid \$15.20 / month				\$50,000 City Paid \$7.60 / month	\$100,000 City Paid \$15.20/month	\$50,000 City Paid \$7.60/month	\$100,000 City Paid \$15.20/month	\$50,000 City Paid \$7.60/month
	Basic Life Rate per \$1,000.00 = \$.114									
	AD&D Rate per \$1,000.00 = \$.038									
LTD COVERAGE										
Mandatory Enrollment	2/3 salary w/ cap of \$1,667 / month \$0.380 per \$100 of covered payroll (\$9.50/month max) (\$2,500 salary cap)	2/3 salary w/ cap of \$8,000 / month \$0.380 per \$100 of covered payroll (\$45.60/month max) (\$12,000 salary cap)	2/3 salary w/ cap of \$1,667 / month \$0.380 per \$100 of covered payroll (\$9.50/month max) (\$2,500 salary cap)				None		None	
EAP BENEFIT										
Mandatory Enrollment	10 visits per issue per year City paid \$3.19/month									
UNIFORM ALLOWANCE										
Paid By-Weekly	Effective the first full pay period: 2017 - \$925 per year 2018 - \$950 per year	N/A	N/A	N/A	N/A	Store Room personnel provided: 5 pairs of pants, 5 shirts, and 1 set of rain gear Provided on a replacement basis	1st full pay period of the year: 2016= \$1,110/year 2017= \$1,150/year 2018= \$1,190/year 2019= \$1,230/year 2020= \$1,270/year 2021= \$1,310/year	Paid on a pay period basis. Increases paid the 1st pay period following July 1 of each year. 2013 = \$1500 2014 = \$1750 2015 = \$2000 2016 = No Increase		
RETIREE - HEALTH										
	PERS required employer minimum contribution 2017 - \$128.00/month 2018 - \$133.00/month						<u>If EE hired on or before 6/7/11, and retires with no less than 5 yrs. of service within 120 days of separation:</u> The City will reimburse the retiree up to 2-party Kaiser or Blue Shield rate <u>If EE hired after 6/7/11, and retires with no less than 10 yrs. of service within 120 days of separation:</u> City will reimburse the retiree up to 1-party Kaiser or Blue Shield rate			
RETIREE - DENTAL										
	N/A						<u>If EE hired on or before 6/7/11</u> City paid up to 2-party rate <u>If EE hired after 6/7/11</u> City paid up to 1-party rate			
DEFERRED COMPENSATION										
	Employee Paid									
SUPPLEMENTAL RETIREMENT BENEFITS										
Mandatory Safety Enrollment	N/A						EEs hired after 06/07/11 will contribute 2% of regular base monthly salary to a 401(h) plan.			

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OTHER POST EMPLOYMENT BENEFITS TRUST (OPEB)										
Mandatory Safety Enrollment	N/A						<p>1st Pay Period Following 01/01/16: EEs hired ON or BEFORE 06/07/11: contribute 2% of top step base salary of firefighter/police officer. EEs hired AFTER 06/07/11: contribute 1% of top step base salary of firefighter/police officer.</p> <p>1st Pay Period Following 01/01/17: EEs hired ON or BEFORE 06/07/11: contribute 3% of top step base salary of a firefighter/police officer. EEs hired AFTER 06/07/11: contribute 2% of top step base salary of a firefighter/police officer. (This amount will remain stagnant for duration of MOU.)</p> <p>1st Pay Period Following 01/01/18: EEs hired ON or BEFORE 06/07/11: will contribute 4% of top base salary of a firefighter/police officer.</p>			
MANAGEMENT INCENTIVE										
	N/A						<p>Management Incentive Pay: 10 Days Pay (Earned and paid in 26 installments per year)</p> <p>Management Incentive Pay Level 2: 5% of base pay (Paid in 26 installments per year)</p>	N/A	10 Days (80 hrs.) Pay (Earned and paid in 26 installments per year)	N/A
SICK LEAVE										
<p>1 Day is equivalent to:</p> <p>8 hrs.: for an employee on a 40 hr. or 38 hr. per week schedule</p> <p>OR</p> <p>7.5 hrs: for an employee on a 37.5 hr or 36 hr per week schedule</p> <p>OR</p> <p>12 hrs: for an employee on a 56 hr per week sched. (Fire Only)</p>	8 hours per month	<u>EEs hired BEFORE 8/1/1980</u> <u>1 - 5 yrs. service:</u> 10 days + 1 day/mo <u>6 - 15 yrs. service:</u> 15 days + 1 day/mo <u>15+ yrs. service:</u> 20 days + 1 day/mo	<u>EEs hired AFTER 8/1/1980</u> 1 day per month	1 Day Per Month	<u>EEs hired BEFORE 1/1/1987</u> <u>1 - 5 years service:</u> 10 days + 1 day/mo <u>6 - 15 years service:</u> 15 days + 1 day/mo <u>15+ years service:</u> 20 days + 1 day/mo	<u>EEs hired AFTER 1/1/1987</u> 1 day per month	<u>EEs hired BEFORE 2/1/1985</u> <u>1 - 5 yrs. service:</u> 10 days + 1 day/mo <u>6 - 15 yrs. service:</u> 15 days + 1 day/mo <u>15+ yrs. service:</u> 20 days + 1 day/mo	<u>EEs hired AFTER 2/1/1985</u> 1 day per month	1 day per month	8 hours per month
SICK LEAVE INCENTIVE										
	N/A	N/A	N/A	N/A	N/A	If 5 or fewer days of sick leave are used in the Employee is awarded 1 day of leave the following year. Eligible for cash out at separation.	<p>If no sick leave is used during the 12 month calendar year, the employee is awarded:</p> <p>Suppression: 24 hours of leave Non-Suppression: 10 hours our leave</p> <p>Leave is awarded the following year. Hours not used within the year awarded are forfeited. Leave cannot be cashed out.</p>		20 hours of leave	<p>Leave is awarded the following year. Hours not used within the year awarded are forfeited. Leave cannot be cashed out.</p>
HOLIDAYS										
	Holiday in Lieu: 7.502% base pay	<p>Holiday Hours Awarded: 8 hrs for an employee on a 40 hr or 38 hr per week schedule OR 7.5 hrs for an employee on a 37.5 hr or 36 hr per week schedule</p> <p>10 Observed Holidays (80 hours or 75 hours per year depending on the employee's schedule)</p> <p>3.5 Floating Holidays (28 hours or 26.25 hours per year depending on the employee's schedule)</p>					<p>Suppression: Holiday in Lieu 4.999% base pay</p> <p>Non-Suppression: 11 Holidays & 2 Floating Holidays (104 hours of holiday time)</p>		Holiday in Lieu: 7.5020% base pay	Holiday in Lieu: 6.9252% base pay + 8 hrs floating Holiday

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SDI										
Employee Paid	.9% of earnings to with max withholding of \$998.12 biweekly		N/A	.9% of earnings to with max withholding of \$998.12 biweekly		N/A				
JURY DUTY										
	Hours paid for time served.							Hours paid for time served and travel time to and from court	Hours paid for time served	
FUNERAL LEAVE										
	5 Days to make arrangements for and attend the funeral of spouse, parent or child; or 3 Days to make arrangements for and attend the funeral of all other immediate family members as defined in §19.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §19.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §11.1 of the Compensation Plan.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.5 of the MOU.	Suppression: 3 Regular Working Shifts to make arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the MOU Non-Suppression: 5 Days to make arrangements for and attend the funeral of spouse, parent or child; or 3 Days to make arrangements for and attend the funeral of all other immediate family members as defined in §19.6 of the MOU.	Suppression: 48 hours leave to make arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the MOU. Non-Suppression: 24 hours leave to make arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the MOU.	5 Days to make arrangements for and attend the funeral of spouse, parent or child; or 3 Days to make arrangements for and attend the funeral of all other immediate family members as defined in §19.6 of the MOU.	
IMMINENT DEATH										
	N/A							Suppression: 48 hours use of sick leave in the event of critical illness where death appears imminent of an immediate family member as defined in §19.6 of the MOU. Non-Suppression: 24 hours use of sick leave in the event of critical illness where death appears imminent of an immediate family member as defined in §19.6 of the MOU.	N/A	
BIRTH OF CHILD LEAVE										
	Per Applicable State and Federal Law.							In addition to leave per applicable State and Federal law employees may receive up to 24 hours leave during the period surrounding the birth of a child	Per Applicable State and Federal Law.	

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PHYSICAL FITNESS INCENTIVE LEAVE										
	N/A									10 hrs of leave for successful participation. Hours must be used within the calendar year or are forfeited. Hours are not available for cash out. Voluntary participation.
PROFESSIONAL LEAVE										
	N/A				EUPA employees with three (3) or more years of continuous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth training per fiscal year.	N/A				
ADMINISTRATIVE LEAVE										
	N/A	One week of leave per fiscal year. Unused leave will be cashed out at end of each FY. No carry over allowed.		N/A				123.5 hours annually, awarded in two installments on January 1 and July 1. hours not used within the calendar year are forfeited and cannot be cashed out.	N/A	
COMPENSATORY TIME OFF										
	May accrue up to 80 hours of comp time.	May accrue up to 120 hours of comp time	N/A	Non-exempt employees may accrue up to 40 hours of comp time		May accrue up to 64 hours of comp time	N/A	May accrue up to 144 hours of comp time but may take no more than 72 hours of compensatory time off in any month	N/A	May accrue up to 80 hours of comp time.
STAND-BY PAY										
	N/A	1.5 Hours compensation at straight time rate of pay for Stand-By on a regular workday. 3 Hours compensation at straight time rate for Stand-By on a on day off.	N/A	Specific Public Works Supervisory positions may be required to be placed on a mandatory standby schedule. EEs assigned to Standby shall accrue a maximum of forty (40) hours of administrative leave in one twelve (12) month period. (See §12.6 of the MOU for details)	Specific EUPA management classifications may be required to be placed on a mandatory Standby schedule. EEs assigned to Standby shall accrue a maximum of fifty-six (56) hours of administrative leave in one 12-month period. (See §11.7 of the MOU for details)	1.5 hours at the straight time rate of pay per eight (8) hour shift of Stand-By 3 hours at the straight time rate of pay per eight (8) hour shift of Stand-By on one of the designated 10 holidays	N/A		N/A	
CATASTROPHIC LEAVE										
	Employee Leave Donation Program (See §19.7 of the MOU)		Governed by Administrative Policies & Procedures No. 44.	Employee Leave Donation Program (See §18.7 of the MOU)	Employee Leave Donation Program (See §10.7 of the AMPU Comp Plan and §10.7 of the EUPA MOU)	N/A	Employee Leave Donation Program (See §19.7 of the MOU)	Employee Leave Donation Program (See §18.6 of the MOU)	Employee Leave Donation Program (See §19.7 of the MOU)	

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VACATION LEAVE										
Years of Service	1 Day is equivalent to 8 hrs.	1 Day is equivalent to: 8 hrs for an employee on a 40 hr or 38 hr per week schedule.; OR 7.5 hrs for an employee on a 37.5 hr or 36 hr per week schedule				Suppression (1 Shift = to 24 hrs)	Non-Suppression (1 Day = to 8 hrs)	1 Day Equivalent to 8 hrs		
1	10 Days	10 Days	May receive up to 20 days of vacation at start and may accrue up to 20 days of vacation annually.	10 Days	10 Days	6 Shifts	10 Days	10 Days	10 Days	10 Days
2	10 Days	10 Days		10 Days	10 Days	6 Shifts	10 Days	10 Days	10 Days	10 Days
3	10 Days	10 Days		10 Days	10 Days	6 Shifts	10 Days	10 Days	10 Days	10 Days
4	10 Days	10 Days		10 Days	10 Days	6 Shifts	10 Days	10 Days	10 Days	10 Days
5	15 Days	15 Days		15 Days	15 Days	9 Shifts	15 Days	15 Days	15 Days	18 Days
6	16 Days	15.5 Days		15.5 Days	16 Days	9 Shifts	16 Days	16 Days	16 Days	19 Days
7	16 Days	16 Days		16 Days	16 Days	9 Shifts	16 Days	16 Days	16 Days	20 Days
8	17 Days	16.5 Days		16.5 Days	17 Days	9 Shifts	17 Days	17 Days	17 Days	21 Days
9	17 Days	17 Days		17 Days	17 Days	9 Shifts	17 Days	17 Days	17 Days	22 Days
10	18 Days	17.5 Days		17.5 Days	18 Days	9 Shifts	18 Days	18 Days	18 Days	23 Days
11	18 Days	18 Days		18 Days	18 Days	9 Shifts	18 Days	18 Days	18 Days	23 Days
12	19 Days	18.5 Days		18.5 Days	19 Days	9 Shifts	19 Days	19 Days	19 Days	24 Days
13	19 Days	19 Days		19 Days	19 Days	9 Shifts	19 Days	19 Days	19 Days	24 Days
14	20 Days	19.5 Days		19.5 Days	20 Days	9 Shifts	20 Days	20 Days	20 Days	25 Days
15	20 Days	20 Days	Will receive an additional day of vacation for each year of service up to a maximum of 25 days vacation for miscellaneous and 30 days of vacation for Public Safety classifications.	20 Days	20 Days	12 Shifts	21 Days	21 Days	21 Days	26 Days
16	20 Days	20.5 Days		20.5 Days	20 Days	12 Shifts	22 Days	22 Days	22 Days	27 Days
17	20 Days	21 Days		21 Days	20 Days	12 Shifts	24 Days	24 Days	24 Days	29 Days
18	20 Days	21.5 Days		21.5 Days	20 Days	12 Shifts	26 Days	26 Days	26 Days	31 Days
19	20 Days	22 Days		22 Days	20 Days	12 Shifts	26 Days	26 Days	26 Days	31 Days
20	20 Days	22.5 Days		22.5 Days	20 Days	13 Shifts	28 Days	28 Days	28 Days	33 Days
21	21 Days	23 Days		23 Days	21 Days	13 Shifts	28 Days	28 Days	28 Days	33 Days
22	22 Days	23.5 Days		23.5 Days	22 Days	13 Shifts	28 Days	28 Days	28 Days	33 Days
23	23 Days	24 Days		24 Days	23 Days	14 Shifts	30 Days	30 Days	30 Days	35 Days
24	24 Days	24.5 Days		24.5 Days	24 Days	14 Shifts	30 Days	30 Days	30 Days	35 Days
25+	25 Days	25 Days		25 Days	25 Days	14 Shifts	30 Days	30 Days	30 Days	35 Days
Vacation Accrual Maximum	Annual Accumulation + 80 Hours	Annual Accumulation + 10 Days	320 Hours	Annual Accumulation + 75 Hours	Annual Accumulation + 10 Days	Annual Accumulation + 10 Days	Annual Accumulation + 144 Hours	Annual Accumulation +80 hrs	Annual Accumulation + 80 Hours	Annual Accumulation + 80 Hours
AUTO ALLOWANCE										
	N/A	\$250/month City provided vehicle for the Chief of Police, Fire Chief, and PW Director in place of the auto allowance.		N/A		City provided Vehicle	N/A	City provided Vehicle	N/A	
BILINGUAL PAY										
Continuous	\$100.00 / month	\$60.00 / month	N/A	\$60.00 / month	N/A	\$42.00/month	\$56.00/month			
Situational	\$14.00/pay period, no more than once per pay period and no more than twice per month	N/A	\$14.00/pay period, no more than once per pay period and no more than twice per month	N/A	\$14.00/pay period, no more than once per pay period and no more than twice per month					
PROBATIONARY PERIOD										
	6 month for the Senior Public Safety Dispatcher; 12 months for all other classifications	12 months	At Will Employee	12-months for new employees; 6-months for existing employees moving to a different classification	12 months (employees entered in the Apprenticeship Program subject to the Apprenticeship Program Master Agreement)	12 months	Firefighter - 18 months Apparatus Operator - 6 months Captain - 6 months	12 months 6 months for promotional appointment	Police Officer - 24 months Police Sergeant - 6 months	

ACEA- Alameda City Employees Association
PANS- Police Officers Association Non-Sworn
EXME-Executive Management Employees
MCEA- Management and Confidential Employees Association
EUPA-Electric Utility Professionals of Alameda
AMPU- Alameda Municipal Power Unrepresented Employees

IBEW-International Brotherhood of Electrical Workers, Local 1245
APMA-Alameda Police Management Association
AFCA-Alameda Fire Chiefs Association
IAFF- International Association of Firefighters Local 689
APOA-Alameda Police Officers Association